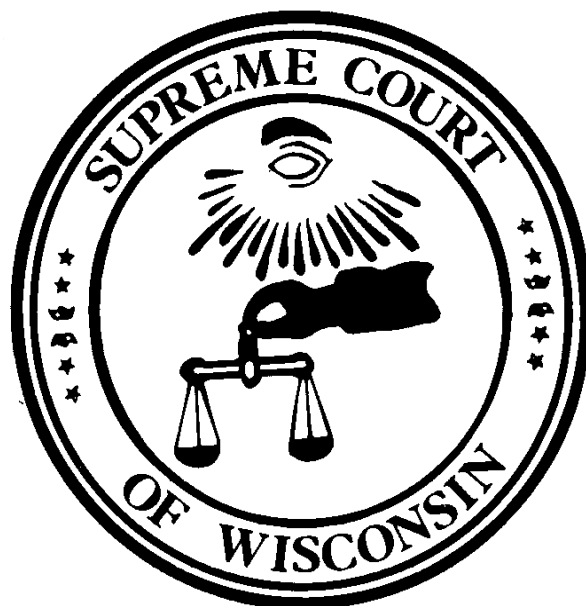


Regulation of the Legal Profession in Wisconsin

Fiscal Year 2021-2022

Report of the Lawyer Regulation System



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Board of Administrative Oversight

Lawyer Regulation System Annual Report Fiscal Year 2021 – 2022

Pursuant to Supreme Court Rules 21.03(6)(n) and 21.10(2)(e), the Office of Lawyer Regulation and Board of Administrative Oversight provide this fiscal year 2021-2022 report regarding the lawyer regulation system.

Composition of the Lawyer Regulation System

“The lawyer regulation system is established to carry out the Supreme Court’s constitutional responsibility to supervise the practice of law and protect the public from misconduct by persons practicing law in Wisconsin.” SCR Ch. 21, Preamble. The composition and organization of the lawyer regulation system is shown in Appendix 1. The persons serving in the system are identified in Appendix 2. A description of the system components follows.

Supreme Court

The Supreme Court supervises the lawyer regulation system, determines attorney misconduct and medical incapacity, and imposes discipline or directs other appropriate action in proceedings filed with the Court.

Office of Lawyer Regulation

The Office of Lawyer Regulation (OLR) consists of the Director, two Deputy Directors, litigation counsel, investigative and support staff, and retained counsel. *See* SCR 21.02(1). OLR’s duties include receiving and responding to inquiries and grievances relating to attorneys; investigating allegations of attorney misconduct or medical incapacity; diverting matters to alternatives to discipline programs; prosecuting misconduct or medical incapacity proceedings; and investigating license reinstatement petitions. *See* SCR 21.03(6)(a)-(p).

District Committees

The Supreme Court appoints lawyers and public members to serve on District Committees in each of the sixteen State Bar Districts. *See* SCR 21.06(1). The enumerated duties include educating the Bar and public about the legal profession and the ethical practice of law; referring allegations of possible misconduct or medical incapacity to OLR; assisting in the investigation of possible misconduct or medical incapacity; recommending the appropriate disposition of matters investigated; monitoring attorney participation in alternatives to discipline programs or compliance with conditions on practice; and assisting in the resolution of minor disputes between attorney and client. *See* SCR 21.06(3)(a)-(f).

Preliminary Review Committee

The Supreme Court appoints fourteen members—nine lawyers and five public members—to serve on the Preliminary Review Committee (PRC). *See* SCR 21.07(1). The PRC has two seven-

member panels, each of which has at least four lawyers and two public members. *See* SCR 21.07(2). The duties of the panels include reviewing the results of investigations and determining whether there is cause to proceed;¹ reviewing, upon request by a grievant, decisions by the Director to dismiss a grievance after investigation; and periodically conferring with the Board of Administrative Oversight, *see infra*, and suggesting improvements in the operation of the PRC and its panels. *See* SCR 21.07(3)(a)-(c).

Board of Administrative Oversight

The Supreme Court appoints twelve members—eight lawyers and four public members—to serve on the Board of Administrative Oversight (BAO). *See* SCR 21.10(1). The duties of the BAO include monitoring the fairness, productivity, effectiveness, and efficiency of the lawyer regulation system; monitoring the implementation of new procedures; assessing public and bar perceptions of the integrity of the system; reporting its findings to the Supreme Court; reviewing the operation of the lawyer regulation system with the Court and preparing an annual report; proposing substantive and procedural rules; informing and educating the public and Bar about the lawyer regulation system; and proposing an annual budget. *See* SCR 21.10(2)(a)-(h).

Special Investigators

The Supreme Court appoints a panel of Special Investigators who are not currently participating in the lawyer regulation system to investigate allegations of misconduct made against participants in the system. *See* SCR 22.25(a). Upon referral, the Special Investigator performs the functions that the OLR Director would customarily perform which include evaluating, investigating, dismissing, diverting, or prosecuting a matter. *See* SCR 22.25(1)-(5).

Special Preliminary Review Panel

The Supreme Court appoints four lawyers and three public members to serve on the Special Preliminary Review Panel (SPRP). *See* SCR 22.25(3m). In matters involving allegations against participants in the lawyer regulation system, the SPRP reviews a Special Investigator's decision to close a matter without investigation or dismiss a matter after investigation, and reviews investigative reports to determine whether there is cause to proceed. *See* SCR 22.25(3)-(7).

Referees

The Supreme Court appoints a panel of lawyers and reserve judges, functioning under the Court's supervision, to preside over and conduct hearings in proceedings alleging misconduct or medical incapacity; conduct hearings on petitions for license reinstatement; and review consensual public or private reprimands. *See* SCR 21.08(1)-(3).

¹ "Cause to proceed" is defined as "a reasonable belief based on a review of an investigative report that an attorney has engaged in misconduct that warrants discipline or has a medical incapacity that may be proved by clear, satisfactory and convincing evidence." SCR 22.001(2).

Overview of the Lawyer Regulation System

The Supreme Court established the lawyer regulation system to carry out its constitutional responsibility to supervise the practice of law and protect the public from misconduct by persons practicing law in Wisconsin. *See* SCR Ch. 21, Preamble. The Court has adopted standards of professional conduct for attorneys, *see* SCR Ch. 20, and confers the privilege to practice law on attorneys on the condition of compliance with those standards. A failure to comply with the Court's standards may constitute misconduct or be evidence of a medical problem. *See*, e.g., SCR Ch. 20, Preamble, cmt. 19.

Initially, OLR's Intake staff preliminarily evaluates all grievances. *See* SCR 22.02. If the allegations are not substantiated, beyond OLR's authority, or do not present sufficient information of cause to proceed, OLR will close the matter. *See* SCR 22.02(2)(c). If a grievant disagrees with the closure decision, he or she may make a written request for the Director's review of the closure. *See* SCR 22.02(4). The Director's decision is final. *Id.* After preliminary intake evaluation, OLR may forward the matter to another agency, attempt to reconcile the matter between the grievant and attorney if it presents a minor dispute, refer the matter for diversion to an alternatives to discipline program, refer for formal investigation, or offer a reprimand by consent. *See* SCR 22.02(2)(a)-(b), (d); 22.02(6)(a)-(d).

When OLR initiates a formal investigation, its investigative staff will notify the respondent lawyer of the grievance and request a response within 20 days. *See* SCR 22.03(2). In most instances, OLR will forward the respondent lawyer's response to the grievant for comment, *see* SCR 22.03(5), and obtain information relevant to the allegation. *See* SCR 22.03(2)-(3), (8).

After an investigation is completed, the Director may dismiss, divert to an alternatives to discipline program, obtain the respondent lawyer's consent to a private or public reprimand, or present the matter to the PRC for a determination of cause to proceed. *See* SCR 22.05(1). When the Director dismisses a matter, the grievant has 30 days to request review of the dismissal decision by the PRC. *See* SCR 22.05(2)-(3). The decision of the PRC is final. *See* SCR 22.05(3).

When the Director presents a matter to the PRC and the PRC determines that cause to proceed has been established, the Director may file a complaint alleging misconduct with the Supreme Court. *See* SCR 22.08(2)(c). Upon receipt of proof of service, the Supreme Court appoints a Referee to preside over the case. *See* SCR 22.13(3). The respondent lawyer shall file an answer to the complaint within 20 days after service. *See* SCR 22.14(1).

Procedurally, the Referee holds a scheduling conference, *see* SCR 22.15, and presides over the case with the powers of a judge trying a civil action and shall conduct the hearing as the trial of a civil action to the court. *See* SCR 22.16(1). The hearing, and any papers filed in the case, are generally public. *See* SCR 22.16(3). OLR has the burden of proving misconduct or medical incapacity by clear, satisfactory, and convincing evidence. *See* SCR 22.16(5).

Within 30 days after the conclusion of a hearing, the Referee shall file with the Supreme Court a report setting forth findings of fact, conclusions of law, and a recommendation for dismissal or discipline. *See* SCR 22.16(6). OLR or the respondent lawyer may file an appeal of the Referee's report

within 20 days after the report is filed. *See* SCR 22.17(1). If no appeal is timely filed, the Supreme Court reviews the Referee's report and recommendation, and determines appropriate discipline in cases of misconduct or appropriate action in cases of medical incapacity. *See* SCR 22.17(2). The Court may, on its own motion, order the parties to file briefs. *Id.* The Supreme Court's final dispositions of disciplinary and medical incapacity proceedings are published in the *Wisconsin Lawyer*. *See* SCR 22.23. All judges in the State are notified of a license suspension or revocation. *See* SCR 22.23(3).

FY21-22 in Review

OLR is more timely and efficiently handling investigations and case dispositions. Specifically, average case handling times have decreased by more than two weeks in FY21-22, down from 143 days (FY20-21) to 127 days (FY21-22). This improved performance has occurred despite a nearly 8% increase in grievances; OLR received 1,480 grievances in FY21-22 as compared to 1,375 in FY20-21.

OLR increased by nearly 23% its practice of offering diversion agreements under SCR 22.10. In FY21-22, OLR offered 54 diversion agreements as compared to 44 in FY20-21. The most common programming in diversion agreements is referral to the State Bar's Law Firm Self-Assessment.²

OLR also increased by more than 50% its practice of offering private consensual reprimands under SCR 22.09. In FY21-22, OLR offered 22 private consent reprimands as compared to 14 in FY20-21. All 22 private consent reprimands were reviewed and approved by Supreme Court-appointed Referees.

OLR has become more efficient following a reorganization in December 2020. Intake now evaluates grievances to determine the appropriateness of reprimands by consent. *See* SCR 22.02(6)(d); 22.09. Previously, all consent reprimands were investigated under SCR 22.03, which is a more comprehensive and lengthier process. One corollary effect of reorganization is that Intake's average processing time has doubled, increasing from 45 days in FY20-21 to 99 days in FY21-22. And the percentage of matters completed by Intake within 90 days is lower: 49% of its matters were completed within 90 days in FY21-22 as compared to 70% from FY20-21. These data points, however, should not be construed as signaling a decrease in Intake's productivity or efficiency. Anecdotally, Intake's processing time for preliminary evaluations has not increased; the lengthier case handling times is a reflection of the procedure and timing associated with the additional tasks that Intake now performs.³

OLR Formal Investigations observed an increase in its case handling times. In FY21-22, a formal investigation was, on average, completed within 353 days; in FY20-21, this period was 302 days. The number of matters more than one-year-old has also increased: there are 104 matters

² Information regarding the Wisconsin Law Firm Self-Assessment is available on the State Bar's website, at <https://www.wisbar.org/formembers/practicemanagement/pages/law-firm-self-assessment.aspx>.

³ OLR's practice of evaluating a grievance to determine the appropriateness of a consensual reprimand under SCR 22.09, offering that disposition to a respondent lawyer, and obtaining approval from a Court-appointed Referee includes many investigative and procedural steps that had not previously been performed by Intake.

older than one year in FY21-22 and compared to 75 in FY20-21. These increases may reflect a reallocation of resources away from Formal Investigations to Intake following reorganization (e.g., one full-time Formal Investigator was reassigned to Intake) as well as one presently unfilled Formal Investigator position resulting from retirement; recruitment for this open position will be initiated in the 4th quarter of 2022.

OLR Litigation has noticed a significant decrease in the time for resolving charged disciplinary or medical incapacity complaints: the average time for resolution decreased from 521 days (FY20-21) to 303 days (FY21-22). This likely resulted from fewer COVID-related delays in litigation proceedings.

The Preliminary Review Committee elected Attorney Robert J. Asti of Cedarburg as Chairperson and Attorney Barry J. Boline of Port Washington as Vice-Chairperson. The PRC met to consider matters on September 17, 2021, December 10, 2021, March 11, 2022, and June 10, 2022; PRC meetings will continue quarterly. The PRC found cause to proceed in 19 matters and reviewed the Director's dismissal in one matter.

The Board of Administrative Oversight elected Mr. Denis Donohoe of Burlington as Chairperson and Attorney Deanne Koll of New Richmond as Vice-Chairperson. The BAO held meetings on September 10, 2021, December 10, 2021, March 4, 2022, and June 3, 2022; BAO meetings will continue quarterly. The BAO is completing its recidivism study and anticipates circulating a report by the end of 2022. The BAO continues its study of permanent revocation as well as diversity and inclusion issues.

District Committees received no referrals this year as OLR staff was able to timely evaluate and complete investigations without the need for investigative assistance. OLR anticipates that, within the next fiscal year, it will engage in outreach with District Committees to increase communication and explore opportunities for working together.

Special Investigators and the Special Preliminary Review Panel process matters involving allegations against attorneys who serve with the regular components of the regulation system. During FY21-22, special investigators received 12 matters and resolved 10 matters. The SPRP scheduled meetings for July 9, 2021, November 12, 2021, and March 11, 2022; it will continue to meet as required under SCR 22.25.

OLR's Trust Account Program administers Wisconsin's overdraft notification rule, *see* SCR 20:1.15(h), which requires attorneys to authorize their financial institutions to notify OLR of overdrafts on their trust accounts and fiduciary accounts. In addition, the Trust Account Program educates and assists lawyers and financial institutions regarding trust and fiduciary account regulation and management. All reports of overdrafts on lawyer trust and fiduciary accounts, and allegations of non-compliance with SCR 20:1.15 are assigned to Attorney Travis Stieren, the Trust Account Program Administrator, for screening, preliminary evaluation, and investigation.

In FY21-22, OLR received 37 reports of overdrafts on trust and fiduciary accounts. Overdraft notifications resulted in the following dispositions:

Diversion ⁴	3
Dismissal after Investigation	3
Dismissal after Investigation/Advisory Letter	3
<i>De Minimis</i> Closure ⁵	24
Closed without Investigation – Bank Errors	3
Closed without Investigation – Collection Account Exception	1

Overdraft investigations occasionally lead to the discovery of record-keeping deficiencies and other concerns not warranting discipline. In these cases, the Trust Account Program Administrator sends an advisory letter to the lawyer or law firm, explaining the concerns and providing guidance on the requirements of SCR 20:1.15 or other applicable rule. In FY21-22, OLR sent 18 advisory letters.

OLR’s Trust Account Program offers education to members of the bar. In FY21-22, Attorney Stieren presented at an online seminar for the Senior Lawyers Division of the State Bar of Wisconsin, entitled “How to Avoid Scams for Senior Lawyers,” which focused on common scams in lawyer trust accounts, and telephone, email, internet, and other fraud involving the use of technology. Attorney Stieren also presented a half-day Trust Account Management Seminar on September 24, 2021 with Attorney Diane Diel of Milwaukee, Michele Barlow, Vice President of the Mid-Atlantic ACH Association / the Premier Payments Resource (MACHA/PAR), and Tehmina Islam, the IOLTA Program/Office Manager of the Wisconsin Trust Account Foundation (WisTAF). This regularly-held seminar is open to lawyers and law office staff members, and is often a condition of trust account diversions.

OLR and Stieren also filed a petition with the Supreme Court to amend SCR 20:1.15 which, if granted, would generally allow electronic transactions and credit card payments to and from lawyer trust accounts.

Additional information regarding OLR’s Trust Account Program is available online at <https://www.wicourts.gov/services/attorney/trust.htm>.

Survey of Matters

Overall Processing

OLR’s pending caseload is 646 open matters; this is an increase of 150 matters from last year. As discussed above, the average processing time has decreased from 143 days to 127 days. Fewer matters were resolved within 90 days: 49% this year as compared to 70% last year. The

⁴ All diverted trust account matters were dismissed following successful completion of programming.

⁵ See SCR 22.001(2), cmt: “In exercising its discretion, the office of lawyer regulation considers factors such as the *de minimis* nature of a violation, whether the attorney acknowledges the violation, whether the violation caused harm, whether the attorney has remediated any harm, and whether the violation is part of a pattern of misconduct or is repeated misconduct.”

percentage of matters resolved within 180 days largely remained static, with a slight decrease from 86% to 84%. The number of pending matters more than one-year-old increased this year, from 75 to 104.

Grievances

In an effort to inform the Supreme Court, members of the State Bar, and the public about the source and nature of the grievances received, and the areas of practice from which grievances arise, Appendices 8A – 8C categorize grievances received between July 1, 2021 and June 30, 2022. In describing the nature of the grievances, only the most significant allegation that is apparent at the initial Intake evaluation is identified.

The most common allegations were lack of diligence (19%), improper advocacy (12.7%) and lack of communication (12%). *See* Appx. 8A. The most common practice areas receiving grievances were criminal law (45%) and family law (16%). *See* Appx. 8B. The most common source of a grievance is a client (49%). *See* Appx. 8C.

Discipline

In FY21-22, 15 attorneys received a public disciplinary sanction, including one revocation by consent, one revocation imposed by the Supreme Court, and seven suspensions of varying lengths. Supreme Court Referees issued six public reprimands.

At the end of FY21-22, 27 disciplinary complaints were pending in the Supreme Court, which is an increase of 21 from FY20-21. Appendix 9 identifies the numbers and percentages of attorneys receiving public discipline since FY86-87. Appendix 10 shows the nature of misconduct found in public disciplinary decisions. Appendix 11 shows the areas of practice in which discipline was found in public disciplinary decisions.

In FY21-22, 21 attorneys received private reprimands. Private reprimands are commonly imposed for an isolated act of misconduct that caused relatively minimal, if any, harm. OLR does not offer to enter into an agreement for a consensual private reprimand if public disclosure of the attorney's misconduct would be necessary to protect the public. Private reprimands are retained permanently by OLR as part of a lawyer's permanent disciplinary record and may be considered as an aggravating factor regarding the sanction for future misconduct. To educate members of the Bar, summaries of private reprimands, without reference to or identification of the attorney involved, are printed every six months in the *Wisconsin Lawyer* magazine.

Summary of Public Discipline
July 1, 2021 - June 30, 2022

<u>Attorney</u>	<u>Admitted</u>	<u>Location</u>	<u>Decided</u>	<u>Effective</u>
<u>Revocation by Consent</u>				
Schwefel, Laura Ruth	10/5/95	Sussex, WI	5/26/22	5/26/22
<u>Revocation</u>				
Meyer, Matthew Russell	10/17/12	Milwaukee, WI	6/18/22	7/14/22
<u>One Year Suspension</u>				
Alfredson, Melinda R.	10/19/09	Omro, WI	5/25/22	5/25/22
Fisher, Scott D.	9/8/05	Apex, NC	4/19/22	4/19/22
<u>120 Days Suspension</u>				
Fischer, B. C.	4/23/02	Duluth, MN	2/22/22	2/22/22
<u>Sixty Day Suspension</u>				
Crandall, Eric L.	9/19/21	New Richmond, WI	12/21/21	2/1/22
Saltzwadel, Crystal L.	10/15/07	Oak Creek, WI	6/28/22	8/9/22
Stern, Walter W.	5/20/74	Kenosha, WI	11/23/21	1/4/22
Zenor, Sandra J.	5/20/85	Watertown, WI	9/28/21	11/9/21
<u>Consent Public Reprimand</u>				
Enright, Daniel A.	5/16/76	Eau Claire, WI	3/23/22	
Harness, Edward W.	5/22/00	Shepherdsville, KY	6/17/22	
Howard, Robert C.	10/4/96	Janesville, WI	6/28/22	
Lawrynck, Michael D.	6/19/95	Appleton, WI	6/14/22	
Morse, Daniel W.	9/13/79	Mequon, WI	4/5/22	
Tishberg, Mark S.	4/4/90	Mequon, WI	8/28/21	

Summary of Reinstatements

July 1, 2021 – June 30, 2022

During FY21-22, the Court considered 51 reinstatement petitions; 45 were administrative reinstatements and six disciplinary reinstatements:

Attorney	Location	Received	Decided	Outcome
<u>Administrative</u>				
Adams, Rebecca K.	Roseville, MN	6/21/21	2/23/22	Granted
Angstman, Sommer	Colorado Springs, CO	6/1/21	11/10/21	Granted
Becker, Ari S.	Middleton, WI	3/22/21	9/28/21	Granted
Biederman, Dara B.	Madison, WI	10/4/21	1/14/22	W/drawn
Clark, Jeffrey P.	West Bend, WI	3/1/21	8/11/21	Granted
Clark, Lorelee	Eau Claire, WI	9/14/21	1/21/22	Granted
Day, Angela L.	Evansville, WI	12/23/20	9/16/21	Granted
Drescher, David A.	Chicago, IL	10/1/21	1/13/22	Granted
Edgar, Jane A.	Milwaukee, WI	9/14/21	1/24/22	Granted
Emerick, Steven P.	Phoenix, AZ	6/14/21	10/26/21	Granted
Evrard, Alexander W.	Raleigh, NC	12/27/21	5/18/22	Granted
Fahrlander, Elizabeth C.	Madison, WI	3/19/21	1/13/22	Granted
Fitzgerald, John P.	Willowbrook, IL	8/16/21	1/20/22	Granted
Guolee Fensin, Renee C.	Wauwatosa, WI	5/11/20	1/20/22	Granted
Hendrix, Steven E.	Waupaca, WI	7/26/21	11/5/21	Granted
Holds The Enemy, Melissa R.	Hardin, MT	1/5/21	11/1/21	Granted
Jamison, Nathan D.	Whitefish Bay, WI	4/19/21	10/12/21	Granted
Jurva, Jocelyn D.	Brookfield, WI	1/12/22	1/25/22	Withdrawn
Kayser, Stina Ann	Cheyenne, WY	6/15/21	10/21/21	Granted
Kuehl, Matthew D.	Lake Geneva, WI	12/22/21	6/28/22	Granted
Lindberg, Britta V.	Fitchburg, WI	2/16/22	5/26/22	Granted
Maasch, Mark A.	Verona, WI	4/14/21	12/30/21	Granted
McDonough, Anna M.	Philadelphia, PA	1/12/21	10/6/21	Granted
Misfeldt, Matthew	Morgantown, WV	12/16/21	6/23/22	Dismissed
Morris, Jeffrey	Milwaukee, WI	8/24/21	2/7/22	Granted
Moyer, Kirk A.	Beach Park, IL	8/2/21	1/6/22	Granted
Mullen, Joel P.	Edina, MN	5/21/21	6/10/22	Granted
O'Connor, Caitlin M.	Manchester, MO	12/13/21	6/10/22	Granted
Olson, John D.	Lake Geneva, WI	7/27/21	3/10/22	Granted
Rafeia, Abdulaziz	Oconomowoc, WI	1/11/21	9/3/21	Granted
Rattner, Heidi B.	Elm Grove, WI	3/25/21	7/27/21	Granted
Remington, Andrew D.	Madison, WI	2/22/21	7/28/21	Granted
Rieghns, Paula Ann	Marengo, IL	6/30/21	4/5/22	Granted
Riordan, Sean	Hartland, WI	9/8/21	12/28/21	Granted
Roongta, Bela S.	Shorewood, WI	1/14/21	8/5/21	Granted

Salti, Rana H.	Madison, WI	2/24/21	12/14/21	Granted
Schutte, A. W.	Hudson, WI	8/20/21	1/6/22	Granted
Sleeter, Kelly J.	Chicago, IL	1/11/22	5/16/22	Withdrawn
Smith, Jeffrey A.	Manhattan Beach, CA	6/15/22	6/22/22	Withdrawn
Smith, Jill M.	Tampa, FL	12/8/21	5/10/22	Granted
Tanner, Jeffrey R.	Mount Juliet, TN	2/25/21	7/28/21	Granted
Taylor, Cynthia	Houston, TX	9/29/20	9/3/21	Granted
Virlee, Beth E.	San Diego, CA	8/3/21	12/3/21	Dismissed
Walther, Timothy J.	Sussex, WI	7/27/21	11/8/21	Granted
Whaley-Smith, Teig	Milwaukee, WI	12/21/21	3/28/22	Granted

Disciplinary

Laumann, Joseph R.	Annapolis, MD	6/21/21	11/23/21	Granted
Moodie, Robert B.	Brookfield, WI	3/4/21	8/31/21	Granted
Parks, Daniel L.	Fond Du Lac, WI	4/6/21	8/24/21	Granted w/cndtn.
Peterson, Donald J.	Madison, WI	2/25/21	1/12/22	Withdrawn
Pleas, Coral D.	Milwaukee, WI	11/3/21	5/10/22	Granted
Robinson, Jean M.	Lorton, VA	3/22/21	10/20/21	Granted

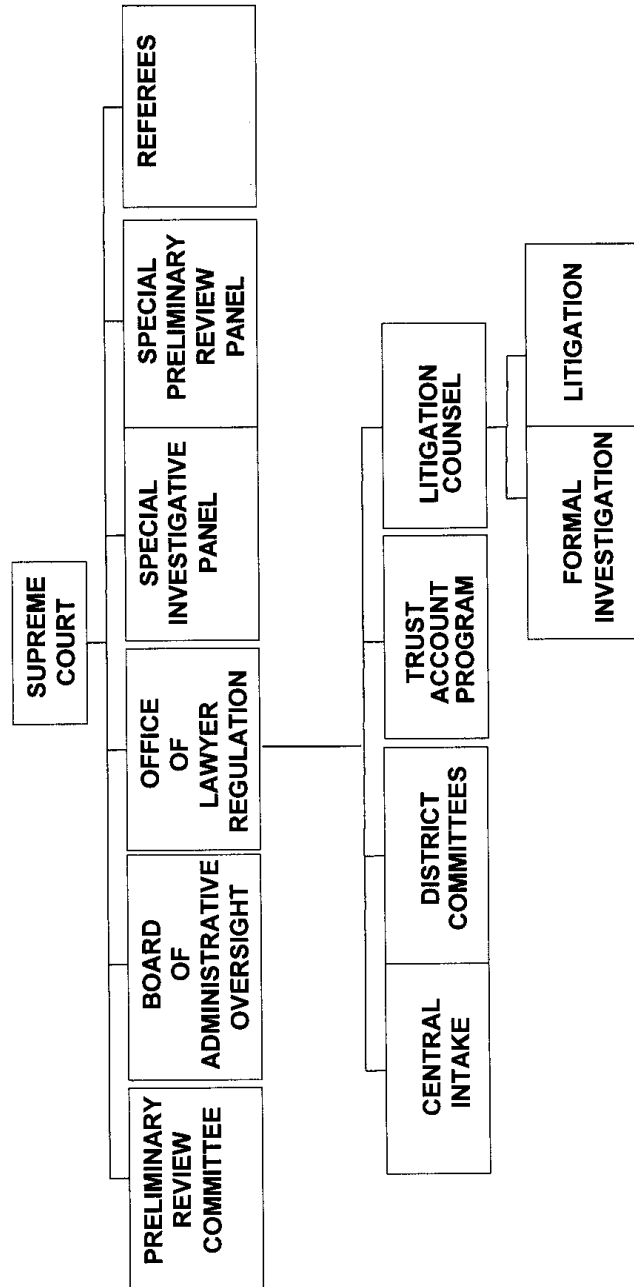
Lawyer Regulation System Finances

The legal profession is unique in assuming the costs for regulating itself. *See* SCR, Ch. 20, cmt 1. An assessment on every member of the State Bar of Wisconsin funds the lawyer regulation system, including the Office of Lawyer Regulation, District Committees, Preliminary Review Committee, Board of Administrative Oversight, and Supreme Court appointed Referees. To help offset the operational expenses, OLR recovers costs from attorneys disciplined in Supreme Court proceedings and obtains fees on petitions for reinstatement and *pro hac vice* applications. FY21-22 collections were approximately \$105,545.

The FY22-23 budget is \$3,586,000, which is an increase from the FY21-22 budget of \$3,246,000. The budgetary increases are attributable to two significant one-time expenses: (1) capital improvements associated with an office reconfiguration that will decrease OLR's office space and rent, and (2) technical updates to OLR's website, online compendium of professional discipline, and case management software. Despite the increased budget, the attorney assessment remained at \$150 which is similar to several neighboring jurisdictions (e.g., Illinois (\$210); Iowa (\$200); Michigan (\$120); Minnesota (\$128)).

APPENDIX I

ORGANIZATION OF THE LAWYER REGULATION SYSTEM



Appendix 2

Composition of the Lawyer Regulation System

Supreme Court of Wisconsin

Chief Justice Annette Kingsland Ziegler
Justice Ann Walsh Bradley
Justice Patience D. Roggensack
Justice Rebecca Grassl Bradley
Justice Rebecca Frank Dallet
Justice Brian Hagedorn
Justice Jill J. Karofsky

Office of Lawyer Regulation

Timothy C. Samuelson, Director
William Weigel, General Counsel for OLR (retired)
Julie M. Spoke, Deputy Director – Intake

Travis Stieren, Trust Account Program Administrator
Heidi T. Johnson, Office Manager

Jonathan E. Hendrix, Assistant Litigation Counsel
John Payette, Assistant Litigation Counsel
Kim Kluck, Assistant Litigation Counsel
Thomas J. Laitsch, Assistant Litigation Counsel
Sarah Peterson, Lead Formal Investigator
Lorry Eldien, Investigator
Emily Kokie, Investigator
Melissa Chicker, Legal Associate
Ellen Teed, Program Assistant

Kathryn Galarowicz, Lead Intake Investigator
Jonathan Zeisser, Investigator
Cathe Hahn, Investigator
Beth Kugler, Investigator
Kenneth E. Broderick, Investigator
Kori Anderson, Investigator
Michael Shull, Investigator
Joel Witt, Investigator
Alicia Brown, Investigator
Mary McMillan, Program Assistant
Janet Byrne, Program Assistant
Annette Smith, Program Assistant

Retained Counsel

Gregg M. Herman
Matthew J. Price
Gregory P. Seibold

Milwaukee
Milwaukee
Florence

District Committee Members

*Public Members

District No. 1 (Jefferson, Kenosha, Walworth Counties)

(No - Chairperson)

Christine Tomas
Heather Iverson
Charles P. Frandson*
Martin Harrison

Lake Geneva
Kenosha
Fort Atkinson
Whitewater

District No. 2 (Milwaukee County)

(No - Chairperson)

Krysta Kennedy
Joseph W. Seifert
Paul Bargren
Richard Casper
Roy E. Wagner
Barbara J. Miller*
Daniel Treuden
Donal M. Demet
David N. Iancu
Deedee Peterson*
Aaron Graff
Geoffrey R. Morgan
Gregory Sustache*
Eric D. Defort
Bradley S. Foley
Jordana E. Thomadsen
Robert E. Driscoll
Nathan Imfeld
Kevin Haas
James J. Davies
Joshua Cronin

Wauwatosa
Milwaukee
Milwaukee
Milwaukee
Milwaukee
Milwaukee
Oak Creek
Milwaukee
Milwaukee
Milwaukee
Milwaukee
Milwaukee
Cudahy
Milwaukee
Milwaukee
Milwaukee
Wauwatosa
Milwaukee
Milwaukee
Milwaukee
Brookfield

District No. 3 (Winnebago, Fond du Lac, Green Lake Counties)

(Chairperson) Elizabeth J. Nevitt

Emily E. Parks
Frances Garb*

Neenah
Fond du Lac
Oshkosh

Sara Micheletti
David J. Schultz

Appleton
Oshkosh

District No. 4 (Door, Kewaunee, Manitowoc, Calumet, Sheboygan Counties)

(No - Chairperson)

David Van de Water
Catherine Q. Delahunt
Andrew H. Morgan
Kathleen McDaniel

Sheboygan
Kohler
Sheboygan
Manitowoc

District No. 5 (Crawford, LaCrosse, Richland, Vernon, Monroe, Trempealeau, Jackson, Clark, Buffalo, Pepin Counties)

(No - Chairperson)

Bernardo Cueto
Mark Franklin
Daniel S. Diehn
Christopher M. Zachar
Michael C. Ablan

La Crosse
Independence
Black River Falls
La Crosse
La Crosse

District No. 6 (Waukesha County)

(No - Chairperson)

Gregory J. Ksicinski*
Stephen C. Raymonds
Telemachos Agoudemos*
Raymond Schrank
Rod Rogahn
Ronald A. Troy
Matthew Fernholz
Colleen Merrill Brown*
Hon. Gregory S. Pokrass

Waukesha
Menomonee Falls
Big Bend
Muskego
Waukesha
Brookfield
Brookfield
Brookfield
Okonomowoc

District No. 7 (Wood, Portage, Waupaca, Waushara, Adams, Juneau, Marquette, Sauk, Columbia Counties)

(No - Chairperson)

Erik C. Johnson
Deborah Berndt*
Richard Fuller
Brenda Yaskal

Montello
Clintonville
Stevens Point
Baraboo

District No. 8 (Dunn, Eau Claire, Pierce, St. Croix Counties)Gr
(Chairperson) Jenessa L. Stromberger

Brad Nemec*
Linda M. Jorgenson*
Brian F. Laule
Yvonne Larsen*
Gerald Ries*

Eau Claire
Somerset
River Falls
River Falls
Hudson
Hudson

Kristina Bourget
Matthew Z. Kirkpatrick

Eau Claire
Menomonie

District No. 9 (Dane County)

(No - Chairperson)

Jon Callaway
Timothy Edwards
Jason J. Knutson
Roger Flores
Betty Eberle
Christopher D. Washburn*
Harvey Wendel
Bruce Hutler*
Michael Kindschi*
Majid Sarmadi*
Kayla Johnson*
Bennett Conard
Anthony Varda
Andrew C. Cook
Karl Dahlen
Gordon Davenport III
Jason Hanson
Cathy Lake
Kate Lloyd
John S. Skilton
David Conway

Madison
Madison
Madison
Madison
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Blue Mounds
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Fitchburg
Fitchburg
Madison
Madison
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Madison
Madison

District No. 10 (Marinette, Menominee, Oconto, Outagamie, Shawano Counties)

(No - Chairperson)

Hon. Leonard Kachinsky
Hon. Catherine C. Stichmann
Charles M. Stertz
Brad A. Markvart
William McKinley
Aaron M. Krzewinski
Kyle Sargent
Bradley J. Schraven
James Cotter*

Neenah
Crivitz
Appleton
Appleton
Appleton
Oconto
Appleton
Peshtigo
Appleton

District No. 11 (Douglas, Bayfield, Iron, Ashland, Sawyer, Washburn, Burnett, Price, Polk, Barron, Rusk, Taylor, Chippewa Counties)

(No - Chairperson)

Timothy T. Sempf

Amery

District No. 12 (Green, Rock, Lafayette, Iowa, Grant Counties)

(No - Chairperson)

Kelly Mattingly

Peter Herman

Jane E. Bucher

Jody L. Cooper

Janesville

Madison

Monroe

Janesville

District No. 13 (Dodge, Ozaukee, Washington Counties)

(No - Chairperson)

Claire Fowler*

Julie A. Maule

Mark Langholz

Linda Isnard

Hubertus

West Bend

Cedarburg

Mequon

District No. 14 (Brown County)

(No - Chairperson)

Ann C. Weiss

Jodi Arnt Labs

Melissa Thiel Collar

Robert Janssen

Wendy Scattergood*

Patrick J. Buckley*

David A. Steffens*

Green Bay

Green Bay

Green Bay

De Pere

Green Bay

Green Bay

Seymour

District No. 15 (Racine County)

(No – Chairperson)

Lincoln K. Murphy

Jill A. Rakauski

Racine

Racine

District No. 16 (Forest, Florence, Langlade, Lincoln, Marathon, Oneida, Vilas Counties)

(Chairperson) Peter M. Young

Wausau

James P. Lonsdorf

Schofield

Daniel R. Peters

Wausau

Brandon O'Connor

Wausau

W. Craig Olafsson

Wausau

Robert A. Pirkola

Iron Mountain

Preliminary Review Committee

Attorney Robert J. Asti, Chairperson

Cedarburg, WI

Attorney Asti has retired from the practice of law. While practicing, he served as a member of the State Bar's Professionalism Committee (2011-2013), a two-term member of the State Bar's Board of Governors (2005-2007, 2007-2009), a member of the Board of Bar Examiners Review Committee (1997-2011), and past Chair (2004-2011). He also served as a member of the State Bar's Alternative Dispute Resolution Section Board of Directors (1996-2003) and Secretary. He was admitted to practice before all Wisconsin state courts, U.S. District Courts for the Eastern and Western Districts of Wisconsin, 7th Circuit Court of Appeals, and the U.S. Supreme Court. Attorney Asti received a B.B.A. from the University of Wisconsin-Milwaukee, and an M.B.A. and J.D. from Marquette University.

Commissioner Barry J. Boline, Vice Chairperson

Port Washington, WI

Commissioner Boline has served as the Circuit Court Commissioner for Ozaukee County since his appointment in 2012 where he presides over pre- and post-judgment family matters, state and county traffic, small claims, probate and guardianships, and criminal matters. He serves as Director of Family Court Services for Ozaukee County. Since becoming a commissioner, Commissioner Boline has served as President of the Wisconsin Family Court Commissioners Association and the Judicial Court Commissioners Association of Wisconsin, and is a frequent lecturer on family law issues throughout the State. Commissioner Boline earned his J.D. from Drake University Law School in 1994 and his B.A. in Philosophy from Valparaiso University in 1991. Commissioner Boline practiced law in Iowa until 1999 when his family relocated to Wisconsin. Commissioner Boline is an active member of the Lions Club and served as Chairperson of the governing council of the Lions of Wisconsin. He and his wife, Lisa, have two teenaged children.

Attorney Jean C. Baker

Wauwatosa, WI

Jeannie Baker resides in Wauwatosa, Wisconsin and practiced law as a partner in the Quarles & Brady law firm for over 30 years until retiring in 2020. She holds a J.D. from University of Wisconsin and a PhD in Biochemistry from University of Georgia. Attorney Baker worked in the Intellectual Property Group of Quarles & Brady, focusing on biotechnology and pharmaceutical clients, for most of her career. She now works on various Wisconsin State Bar committees, including serving as a board member of the Senior Lawyers Division and member of the State Bar CLE Committee. She continues an interest in Chinese language and culture inspired by years of working with Chinese law firms on intellectual property matters.

Attorney Michael F. Bartzen

Sussex, WI

Mike Bartzen is the Director of Contracts for Derco Aerospace, Inc., a wholly-owned subsidiary of Lockheed Martin, where he has been employed since 2000. He is responsible for leading a team of contracts professionals that advise the business on all matters related to its contractual relationships, including contract drafting and negotiation; his own work focuses on relationships with international customers. He has served as its Ethics Officer since 2009. Mike earned his J.D.

from Marquette University Law School in 2008, his M.A. in International Political Economy from the University of Kent at Canterbury (UK) in 1998, and his B.A. in International Relations from the University of Wisconsin-Milwaukee in 1995. Mike lives in Sussex with his wife Christie, where they are raising two sons and a menagerie of animals. Mike is a Village Trustee in Sussex and a Cub Scout leader.

Attorney Donald A. Daugherty, Jr.
River Hills, WI

Don Daugherty is a Senior Attorney for Institute for Free Speech, which is the nation's largest organization dedicated to protecting First Amendment political speech rights. Don has over 30 years of experience in trial and appellate litigation in private practice and has been a partner at three of Wisconsin's largest law firms. He has been recognized as among the "Best Lawyers in America" and Wisconsin's "Super Lawyers." Don earned his J.D. from Northwestern University School of Law and holds a B.A. from the University of Virginia. Before entering private practice, he clerked for the Hon. Roger J. Miner on the United States Court of Appeals for the Second Circuit. He has served on the boards of numerous civic and charitable organizations, including, most recently, as President of the Eastern District of Wisconsin Bar Association. Don is licensed to practice law in Wisconsin. He has been admitted to practice before federal district courts across the country, including the Eastern and Western Districts of Wisconsin, as well as the Second, Seventh, Ninth, and Federal Circuits and the U.S. Supreme Court.

Attorney Eileen T. Evans
West Bend, WI

Eileen T. Evans is an Assistant County Attorney in Washington County starting in 2020. Previously she had been in private practice for 17 years focusing on criminal defense, juvenile law, and served as a Guardian Ad Litem for both children and adults in the court system. Eileen graduated from the University of Wisconsin-Milwaukee with a B.A. in Social Welfare and earned her J.D. from Marquette University. Eileen serves on the board of Citizen Advocates Washington County.

Mr. Michael L. "Gunner" Furgal
Monroe, WI

Chief Warrant Officer – 3 Michael L Furgal enlisted in the US Marine Corps in 1959 and retired in 1981. He served in the 1st, 2nd and 3rd Marine Divisions; 3rd Marine Aircraft Wing; Recruiting Station, Louisville KY; Development Center, Quantico, VA; and the Defense Language Institute, Monterey, CA. He served in Vietnam as a member of the 9th Interrogator-Translator Team. He joined the Veterans of Foreign Wars in 1969 at Post 9732 in Okinawa, Japan. He maintains his Gold Legacy Life Membership at Post 2312 in Monroe, WI. Mr. Furgal has served the VFW in many leadership positions, including Wisconsin State Commander in 1998-1999. He has also served on numerous National Committees including National Veterans Service and National Veterans Employment Committees. He is currently Chairman of the State Legislative Committee.

Mr. Furgal holds an Associate degree in Political Science from Palomar College, a Bachelor degree in Social Science from Chapman University, and a Master's degree in Education from Pepperdine University. He worked as a Disabled Veterans Outreach Program Specialist with Wisconsin's Job Service and as Adjutant (CEO)/ Quartermaster (CFO) of the VFW of Wisconsin and is now retired.

Mr. Furgal has been a member of the Green County Board of Supervisors for the past 31 years and currently serves on the Human Service Board; Library Board; Resolutions, Legislative and Judicial Committee; Aging and Disability Advisory Committee; and as Chair of the Veterans Services Committee. He is a member of the South Central Library System Board of Trustees; South Central Library System Foundation Board; Southwestern Wisconsin Community Action Program Board of Directors; and Wisconsin Counties Mutual Insurance Company Board of Directors.

Mr. Furgal is the Veterans of Foreign Wars representative on the Council of Veterans Programs of the Wisconsin Department of Veterans Affairs.

He is a widower with three children, five grandchildren and one great granddaughter.

Attorney Kristen Hardy
Wauwatosa, WI

Kristen D. Hardy is Assistant General Counsel & Assistant Secretary at Northwestern Mutual (NM), where she is a member of the Insurance Products and Operations team. At NM, Kristen counsels on matters related to transactions, anti-money laundering compliance, special investigations and various insurance products. Prior to NM, she was Legal Counsel (corporate compliance) & Integrity Manager for two multinational manufacturers. She has also served as an adjunct professor at Marquette University Law School.

Kristen is currently the Secretary of the State Bar of Wisconsin, and holds director positions on the boards of several local organizations, including LOTUS Legal Clinic and the Bronzeville Center for the Arts. She is a past-president of the Wisconsin Association of African-American Lawyers (WAAL), where she held various positions between 2014 and 2020. In 2019, Kristen was appointed by Governor Tony Evers to serve as a member of the Judicial Selection Advisory Committee.

Kristen holds a B.A. from Seton Hall University and a J.D. from Marquette University Law School.

Jon P. Kratochvil
Wauwatosa, WI

Jon P. Kratochvil is a licensed Private Detective in the state of Wisconsin and is CEO and President of State Process Service, Inc. He is firearms certified and a member of the Greater Milwaukee Association of Legal Professionals (GMALP), Financial Industry Regulatory Authority (FINRA), Professional Association of Wisconsin Licensed Investigators (PAWLI) and the National Association of Professional Process Servers. Jon has an Associate's degree in criminal justice, owns an insurance agency and is a licensed Insurance Broker.

Attorney Jennifer Lindsley
Madison, WI

Jennifer Lindsley is the Director of Training and Staff Attorney for the Wisconsin REALTORS® Association. Jennifer graduated from Portland State University with her B.A. in History and earned her J.D. from the University of Wisconsin Law School. She both develops and teaches licensing curriculum for real estate licensees. Jennifer is one of the WRA's Legal Hotline Attorneys where she answers general practice real estate, licensing law, and ethics questions for members of the

WRA. Jennifer also serves on the Citizen's Advisory Committee for Madison School & Community Recreation (MSCR).

Sara MacDonald

Little Chute, WI

Sara MacDonald earned her B.A. (Honors) in Social Policy from Anglia Ruskin University in Cambridge, England in 2005. She obtained her Masters of Social Work degree from UW-Green Bay in 2011. Sara has worked as a social worker within Child Protective Services, Foster Care Adoptions, Long Term Care, Domestic Violence, AODA, Criminal Justice, and Medical/Trauma social work. She has also been involved in the Winnebago County Human Trafficking Taskforce and the Outagamie and Winnebago Counties Domestic Violence Intervention Taskforces.

Sara has volunteered as the Popcorn Kernel for her children's Cub Scout pack, Treasurer of the Little Chute Elementary School PTO, the Heart of the Valley Soccer Concession Manager, and Chapter President of the ACLU - Fox Valley. She was recently appointed to the board of the Little Chute Public Library. Sara resides in the Fox Valley with her three children and dog. Sara's daughter has a rare chromosome disorder which results in significant cognitive delays and has had an immense impact upon the entire family and a changed worldview.

Ms. Christine Procknow

Portage, WI

Christine Procknow serves as a social worker on the Vocational Core Complex at Columbia Correctional Institution; as a citizen representative on the Portage School Board Curriculum and Co-Curricular Committee; is the current CCI worksite point of contact for Sesame Street: Little Children, Big Challenges: Incarceration, outreach initiative; and is a training vendor for the DOC St. Vincent curriculum model poverty simulation experience. Christine has been appointed by the Wisconsin Supreme Court to serve as a public member of State Bar Board of Governors (2014-2018) and public member of the Preliminary Review Committee (2017-2020). She has also served on the nonpartisan City of Portage Election Board (2016-2019); the Wisconsin Lawyers' Fund for Client Protection Committee (2018); the St. Mary's Catholic School Education Commission, Portage (2012-2017); and a volunteer for State Bar of Wisconsin Mock Trial, Juneau Region. Christine received an Associate Degree from North Central Technical College in 1990 and Bachelor of Social Worker Degree from UW-Oshkosh in 2002.

Attorney John Zwolanek

Deforest, WI

John Zwolanek taught school music in Roswell, New Mexico and St. Paul, Minnesota before graduating *cum laude* from William Mitchell College of Law in 1995. He practices elder law in southwest Wisconsin and plays a mean accordion.

Board of Administrative Oversight

Denis Donohoe, Chairperson

Burlington, WI

Chairperson Donohoe is a retired IT Director and Business Consultant. A 1984 graduate of the Milwaukee School of Engineering with a B.S. in Industrial Management / Operations, he worked in manufacturing industries for 40+ years in Supply Chain Management, Manufacturing Software Sales, and Business Consulting to businesses leveraging Information Technology. He is currently Secretary of the Burlington Rotary Club.

Attorney Deanne Koll, Vice Chairperson

New Richmond, WI

Vice Chairperson Koll is an attorney and shareholder at Bakke Norman, S.C., with offices in New Richmond, Eau Claire, Baldwin and Menomonie, Wisconsin. Deanne counsels local lenders and businesses on collection issues and creditors' rights in bankruptcy. She received her undergraduate degree from the University of Wisconsin-Oshkosh, *magna cum laude*, and her law degree from William Mitchell College of Law in 2006, *cum laude*. Deanne was elected in 2013 and again in 2016 to the Board of Governors for the State Bar of Wisconsin as a representative for attorneys in St. Croix, Dunn, Pierce, Polk and Eau Claire Counties. In 2017, she chaired the Board of Governors for the State of Wisconsin. Deanne is a board member for WisTAF, the Wisconsin Law Foundation, and her local hospital, Western Wisconsin Health. Deanne has authored articles published in the *Wisconsin Lawyer*, *Law Practice Today* (ABA), *The Young Lawyer* (ABA) and *Real Estate Litigation Newsletter* (ABA). She regularly speaks at statewide and regional conferences about collection issues, secured transactions, and bankruptcy. Wisconsin SuperLawyers magazine has recognized Deanne as a "Rising Star" every year since 2010 and she has also previously been recognized by the Wisconsin Law Journal as an Up and Coming Lawyer. She is licensed to practice in Wisconsin and Minnesota.

Linda Uliss Burke

Madison, WI

Linda Burke is a retired Deputy City Attorney for the City of Milwaukee. She is a 1977 graduate of St. John's University School of Law and clerked for the New York State Court of Appeals after graduation. She has been with the City Attorney's Office for 36 years, handling litigation, procurement and contracting, public records, first-amendment issues, and other matters. She is a past President of the Government Lawyers Division of the State Bar and of the Attorneys' Institute of the League of Wisconsin Municipalities.

Samuel Christensen

Racine, WI

Sam Christensen is the Clerk of the Circuit Court of Racine County. He received his B.S. from the University of South Dakota in 1998 and his M.A. from Cardinal Stritch University in Milwaukee in 2008. Sam has worked for the Racine County Clerk of Courts since 2002; he was appointed as the Racine County Clerk of Circuit Court in 2015 and re-elected in 2018. He has served as the President of the Wisconsin Juvenile Court Clerks' Association and on the Executive Board of the Wisconsin Clerk of Circuit Courts' Association. He is currently serving on the Board of Bar Examiners, the Committee to Improve Interpreting and Translation in the Wisconsin Courts, and

the Research and Justice Statistics Advisory Committee. Additionally, Sam teaches ethics courses as an Adjunct Faculty member of Gateway Technical College in Racine & Kenosha.

Tierney Gill

Milwaukee, WI

Tierney Gill is a graduate of Wisconsin Lutheran College (B.S., 2014) and currently employed with the Wisconsin Department of Workforce Development as a Policy and Program Analyst. In her position, Tierney is responsible for providing staff and policy support to the Governor's Council on Workforce Investment, a state policy board which advises the Governor and the Legislature on workforce development's strategic goals and needs. Previously, Tierney worked as the Communications Manager for Wisconsin's Lieutenant Governor, and served on the Governor's Juvenile Justice Commission as the chair of both the Youth Engagement and Policy and Legislative Compliance Committees. Tierney is an active contributor in her hometown of Milwaukee, and attends UW Madison Law School.

Attorney Timothy F. Nixon

Green Bay WI

Timothy F. Nixon, a shareholder with the law firm of Godfrey & Kahn, S.C., is a commercial lawyer representing clients in state and federal courts. He is the firm's lead attorney in business finance and restructuring. His name appears on numerous "best lawyers" lists. He is a frequent lecturer, presenter, and writer on matters involving Bankruptcy Law. Tim earned his Master's degree in public policy and administration and his Law degree from the University of Wisconsin-Madison. Prior to graduate school, Tim served as a ship's officer in the Merchant Marine for nine years. He has taught for 20+ years as an associate faculty member at his alma matter, the University of Wisconsin-Green Bay. Tim has received a number of awards in recognition of his community service including the Leaders in the Law award from the Wisconsin Law Journal, The Judge John W. Reynolds Community Building Award from the Eastern District of Wisconsin Bar Association, and the Distinguished Alumni Award from the University of Wisconsin-Green Bay Alumni Association. He is a fellow of the American College of Bankruptcy. Previously, Tim served as a member of the Preliminary Review Committee (2009-2015) and as its Vice Chairperson (2014-2015).

Attorney Marissa A. Reynolds

Wausau, WI

Marissa Reynolds is an associate with the law firm of Davczyk & Varline in Wausau, Wisconsin. After graduating from the University of Wisconsin Law School in 2016, she returned to Wausau, her hometown, to practice. Her practice focuses on representing clients in all kinds of civil litigation including insurance, subrogation, and personal injury, with a main focus on insurance defense. Marissa also frequently handles business and municipal matters, such as contracts, open records/open meetings, condemnation, and dispute resolution.

Attorney Joseph M. Russell

Milwaukee, WI

Joe Russell is a shareholder in the Litigation and Risk Management Practice Group of von Briesen & Roper. A native of Milwaukee, he graduated from Georgetown University (B.A.) in 1993 and received his J.D. from the Northwestern University School of Law in 2003. In addition to his civil

and constitutional litigation practice, Joe represents corporations, management, governmental entities, and individuals in connection with government investigations (both federal and state), enforcement actions and internal investigations. Joe also acts as his firm's ethics counsel and has served on the State Bar's Ethics Committee since 2013.

Attorney Michael D. Rust
Oshkosh, WI

Michael Rust is a Court Commissioner with the Winnebago County Circuit Court. He was previously the CEO of the Winnebago Conflict Resolution Center where he oversaw the mediation of over 500 cases per year, performed complex commercial and family mediations throughout Wisconsin, and trained mediators around the country. Michael has served as President of the Association for Conflict Resolution, President of the Wisconsin Association of Mediators, Chair of the Dispute Resolution Section of the State Bar of Wisconsin, and Mediation Partner for the Wisconsin Special Education Mediation System. He is a graduate of Marquette University Law School and received the Beacon Award (Distinguished Alumni) from the Carthage College Alumni Association in 2019. Michael previously practiced commercial and real estate litigation.

Mr. Peter Sorce
Germantown, WI

Peter Sorce served as a Washington County Supervisor, including as its Administrative Services Committee, HOME Consortium Board, and Planning, Conservation, and Parks Committee. He has served as a member of the Wisconsin Counties Association Organization and Personnel Steering Committee. Peter has also served on numerous state boards, including the Medical Mediation Panel, Public Records Board, Wisconsin Supreme Court Planning and Policy Advisory Committee, Optometry Examining Board, and Psychology Examining Board. Peter's personal interests include the Knights of Columbus, golf, and singing for the Jeff LaBarge Swing Explosion Big Band.

Special Investigators

Attorney Deborah A. Asher	Chippewa Falls
Attorney Lucas Bennewitz	New Berlin
Attorney Peter J. Block	Milwaukee
Attorney Nathaniel Cade Jr.	Milwaukee
Attorney Robert W. Dean	Green Bay
Attorney Nicole Druckrey	Oak Creek
Attorney Sarah Troupis-Ferguson	Madison
Attorney Gretchen Gerrard	La Crosse
Attorney Mark J. Goldstein	Milwaukee
Attorney William A. Grunewald	Medford
Attorney Anthony P. Hahn	Racine
Attorney Alexander Hall	Green Bay
Attorney Victor C. Harding	Milwaukee
Attorney Thomas W. Harnisch	Neilsville
Attorney Jay E. Heit	Eau Claire
Attorney Krista LaFave	Milwaukee
Attorney Myron E. LaRowe	Reedsburg
Attorney Michael Laufenberg	West Bend
Attorney William Levens	Madison
Attorney Maxfield E. Neuhaus	River Falls
Attorney Michael S. Maistelman	Milwaukee
Attorney Bryce M. Pierson	Madison
Attorney Bryant Ray	Madison
Attorney William Retert	Fond du Lac
Attorney Ronald S. Stadler	Milwaukee
Attorney Richard J. Summerfield	Ladysmith
Attorney Daniel Woehrer	Wauwatosa
Attorney Johnathan G. Woodward	Grafton

Special Preliminary Review Panel

*Public Members

Bruce A. Schultz, Chairperson	Madison
Eliot M. Held	Sun Prairie
Monelle Johnson*	Medford
Amos Malone*	Madison
Peggy Miller	Oconto
Stuart S. Mukamal	Milwaukee
Sherie Sasso*	Madison
Dennis M. Sullivan	Madison

Supreme Court Appointed Referees

Attorney Charles Barr
Honorable Sue Bischel
Honorable Steven Cray
Honorable David Deininger
Honorable Jean DiMotto
Honorable James Evenson
Attorney James D. Friedman
Honorable William Gabler
Honorable Joseph Jacobson
Honorable Robert E. Kinney
Honorable Jeffrey Kremers
Honorable Edward Leineweber
Attorney David Piehler
Honorable Karen Seifert
Attorney Michael Tobin
Attorney James J. Winiarski

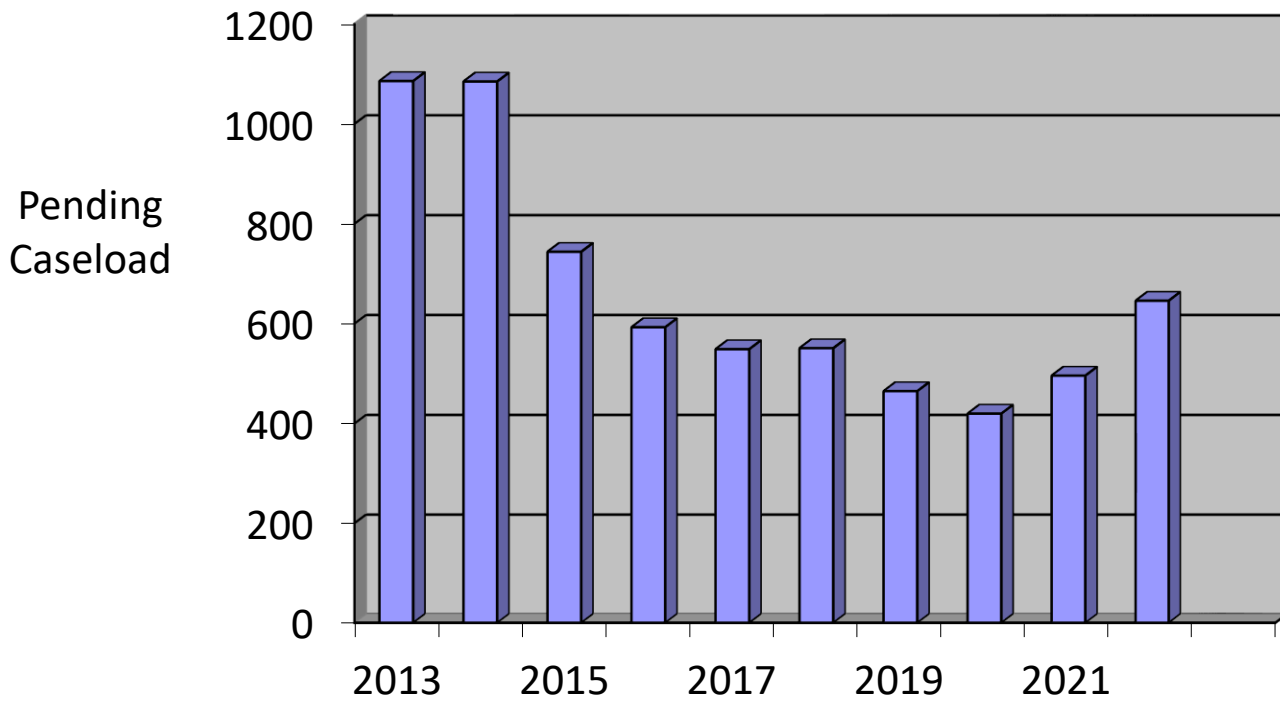
Bayside
Green Bay
Chippewa Falls
Monroe
Greendale
Baraboo
Milwaukee
Eau Claire
New Glarus
Hartland
Shorewood
Lone Rock
Wausau
Menasha
Madison
Milwaukee

Appendix 3
New Matters & Dispositions
Fiscal Years 2013 – 2022

	Number Attorneys	Matters Pending at Beginning of FY	Adjustments*	New Matters	Dispositions	Pending at Close of Fiscal Year
FY 2013	24,896	1,170	(198)	2,324	2,606	1,086
FY 2014	25,003	1,086	(185)	2,521	2,707	1,085
FY 2015	25,149	1,085	(156)	2,300	2,797	744
FY 2016	25,169	744	(166)	1,979	2,296	593
FY 2017	25,221	593	(159)	1,866	2,069	549
FY 2018	25,283	549	(119)	1,760	1,877	551
FY 2019	25,310	551	(69)	1,660	1,815	465
FY 2020	25,318	465	(79)	1,518	1,642	420
FY 2021	25,165	420	(67)	1,375	1,366	496
FY 2022	25,555	496	(38)	1,480	1,368	646

*Adjustments include appealed matters that are reopened and other administrative changes made during the fiscal year.

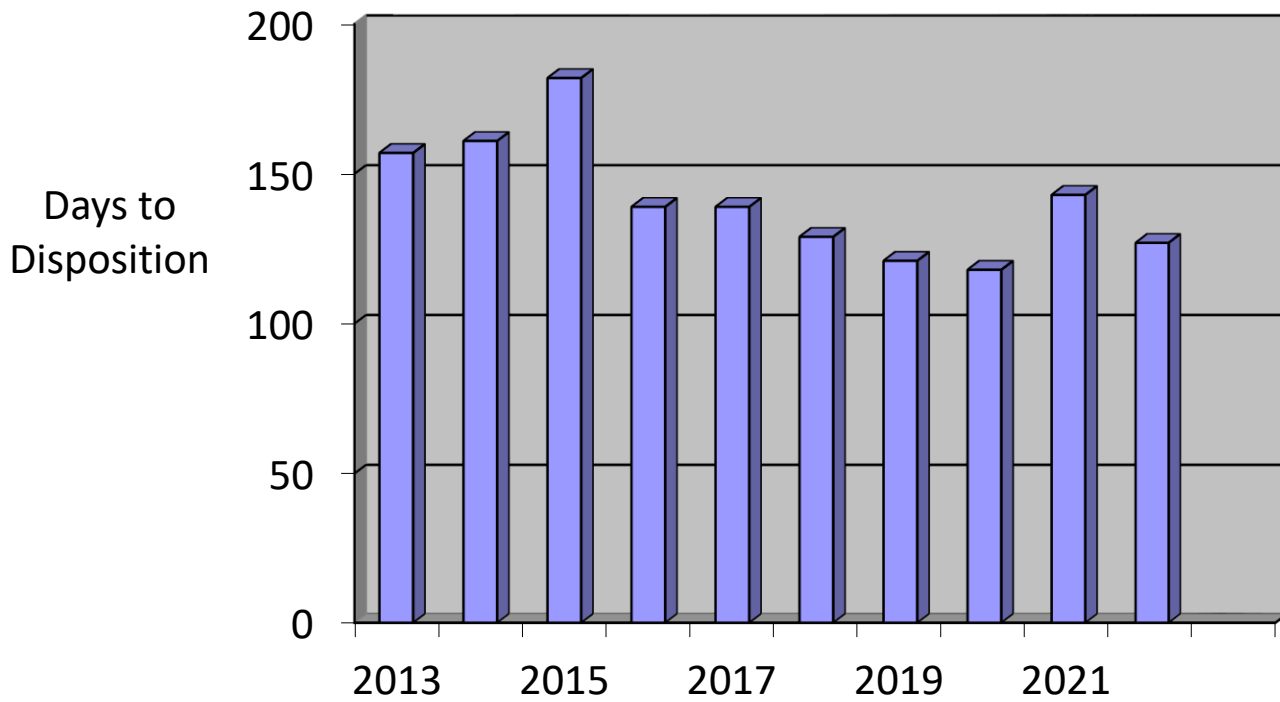
Appendix 4
OLR's Pending Caseload
Fiscal Years 2013 – 2022



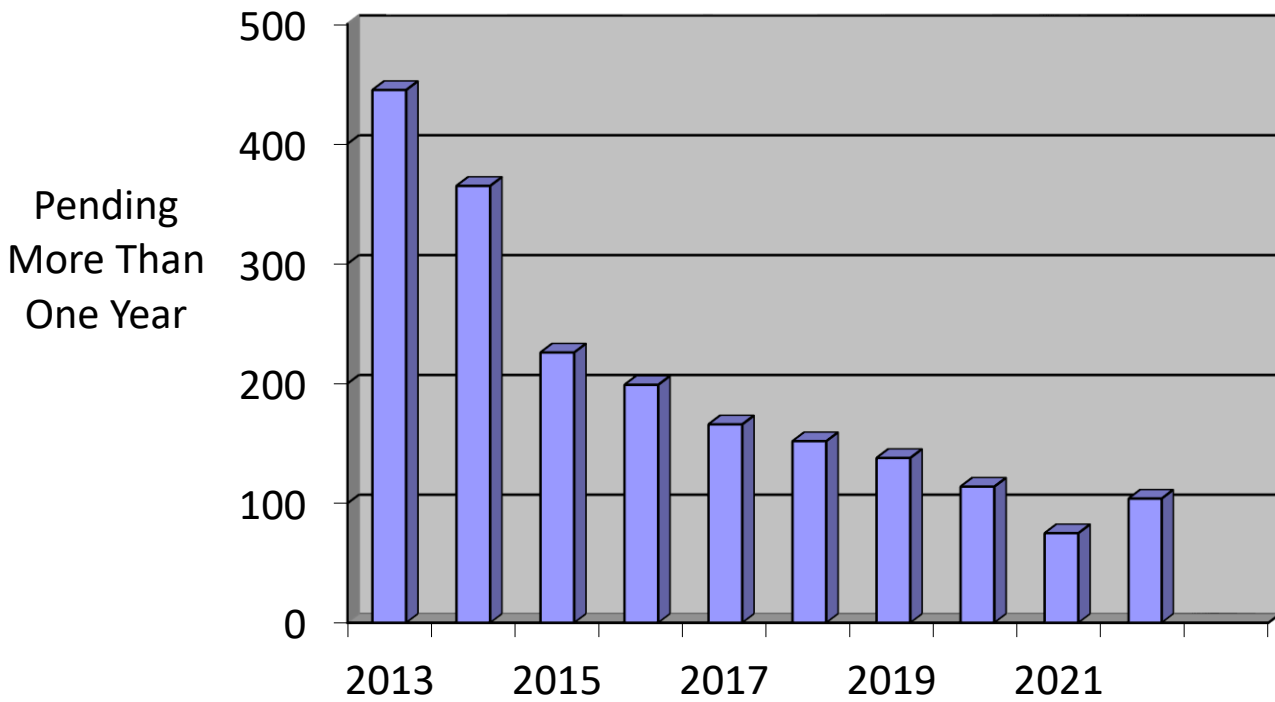
Appendix 5
OLR's Efficiency and Productivity
Fiscal Years 2013 – 2022

	Average Disposition Time	Matters Older Than One Year	Percentage of Matters Older Than One Year	Percentage of Matters Closed Within 90 Days	Percentage of Matters Closed Within 180 Days
FY13	157 Days	445	41%	67%	84%
FY14	161 Days	365	34%	67%	84%
FY15	182 Days	226	30%	67%	82%
FY16	139 Days	199	33%	76%	85%
FY17	122 Days	166	29%	78%	86%
FY18	129 Days	152	27%	77%	86%
FY19	121 Days	138	30%	80%	88%
FY20	120 Days	114	28%	83%	89%
FY21	127 Days	75	15%	70%	86%
FY22	143 Days	104	16%	49%	84%

Appendix 6
Average Matter Handling Time
Fiscal Years 2013 – 2022



Appendix 7
Grievances Pending More Than One Year
Fiscal Years 2013 – 2022



Appendix 8A
Survey of Grievances
Fiscal Year 2021-2022

Categorized by Allegation

Primary Allegation	Overall Percentage of Allegations Received by OLR
Conflict of Interest	4.18%
Criminal Conduct	2.02%
Failure to Return Property	2.16%
False Statement/Tribunal	3.28%
Frivolous Action	1.05%
IFOR	1.11%
Improper Advertising	0.21%
Improper Advocacy	12.68%
Improper Communications	1.18%
Improper Termination	1.18%
Incompetence	6.69%
Lack of Communication	12.4%
Lack of Diligence	19.23%
Medical Incapacity	0.14%
Misrepresentation/Dishonesty	8.29%
Neglect	0.07%
Reciprocal Discipline	0.28%
Reinstatement	0.21%
Revealing Confidences	1.32%
Scope of Representation	5.57%
Statute, Rule, Order, Decision	1.05%
Supervise Subordinates	0.84%
Trust Account Violations	0.7%
Unauthorized Practice	1.81%
Unearned Fee	0.77%
Unreasonable Fees	3.41%
Violation of Oath	3%
No Allegation Listed, Not Available, Other	5.17%

Appendix 8B
Survey of Grievances
Fiscal Year 2021-2022

Categorized by Practice Area

Practice Area	Overall Percentage of Allegations Received by OLR
Administrative & Government Law	2.99%
Bankruptcy-Receivership	1.67%
Collections, Garnishments	1.6%
Contracts, Commercial, Consumer Law	1.18%
Corporate-Banking	0.49%
Criminal Law	44.89%
Environmental	0%
Estate-Probate, Guardianship & Wills	5.14%
Family Law & Juvenile	16.12%
Immigration & Naturalization	0.97%
Insurance	0.07%
Labor, Unemployment Compensation	0.9%
Landlord-Tenant	1.39%
Litigation	4.73%
Patent/Trademark	0.28%
Real Property Law	2.36%
Taxation	0.21%
Torts-Civil Rights	3.47%
Workers Compensation, Social Security	0.63%
Not Available-Other	10.91%

Appendix 8C
Survey of Grievances
Fiscal Year 2021-2022

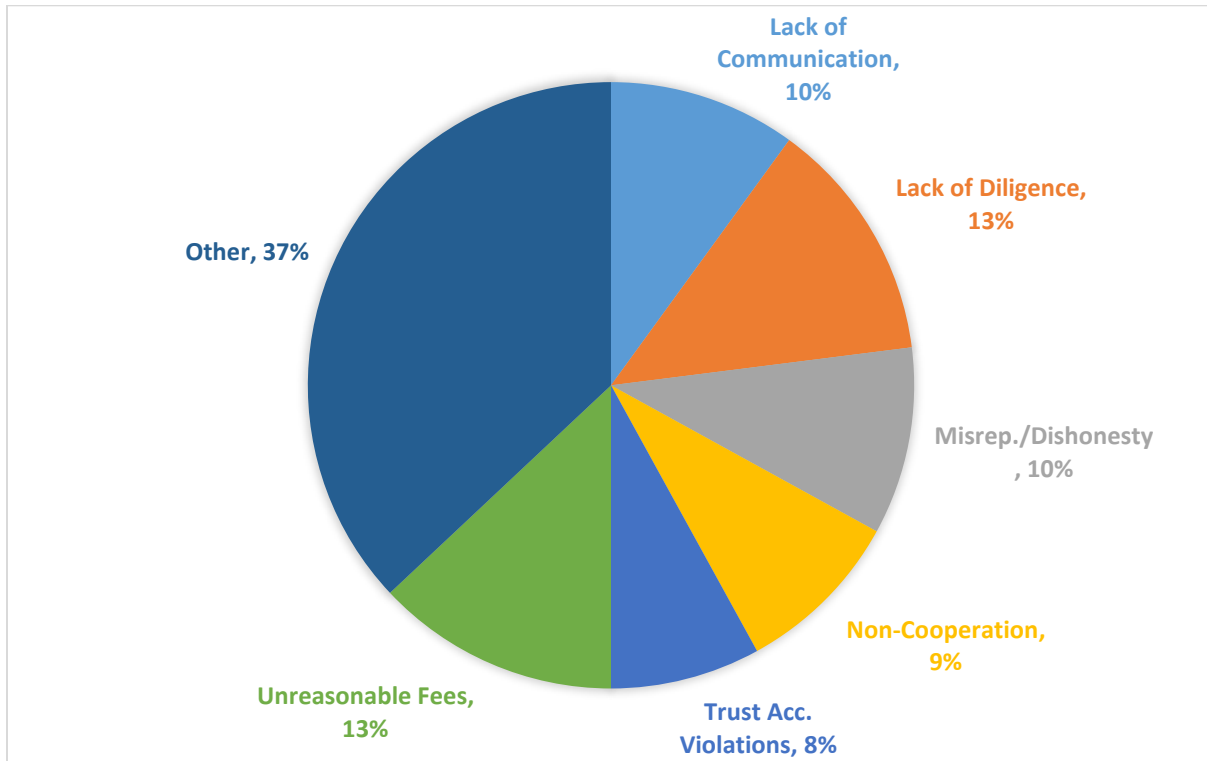
Categorized by Grievance Source

Grievance Source	Overall Percentage of Grievances Received by OLR
Adverse Party	21.17%
Attorney	2.72%
Client	49.44%
Guardian ad Litem	4.74%
Judge	0.49%
OLR Board	0%
OLR Staff	5.5%
Other Party	15.94%
No Source Listed	0%

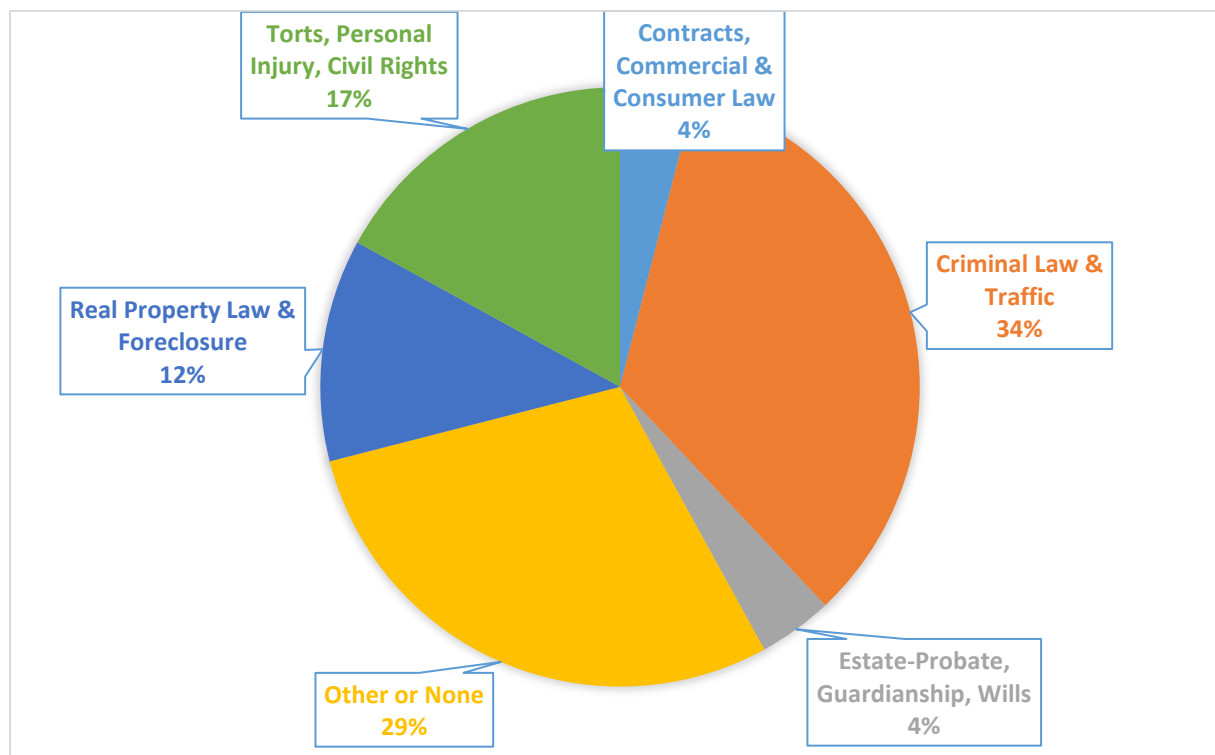
Appendix 9
Publicly Discipline Lawyers
As a Percentage of Total Lawyer Population

<u>Year</u>	<u>Number of Lawyers Publicly Disciplined</u>	<u>State Bar Membership</u>	<u>Percentage of Lawyers Disciplined</u>
FY21-22	15	25,555	0.1
FY20-21	36	25,165	0.1
FY19-20	30	25,318	0.1
FY18-19	34	25,310	0.1
FY17-18	40	25,283	0.2
FY16-17	37	25,221	0.1
FY15-16	42	25,169	0.2
FY14-15	58	25,149	0.2
FY13-14	40	25,003	0.1
FY12-13	58	24,896	0.2
FY11-12	46	24,532	0.2
FY10-11	34	24,158	0.1
FY09-10	46	23,827	0.2
FY08-09	40	23,425	0.2
FY07-08	38	23,013	0.2
FY06-07	58	22,637	0.3
FY05-06	62	22,225	0.3
FY04-05	44	21,837	0.2
FY03-04	66	21,518	0.3
FY02-03	46	21,112	0.2
FY01-02	20	20,772	0.1
FY00-01	37	20,551	0.2
FY99-00	24	20,167	0.1
FY98-99	34	19,984	0.2
FY97-98	37	19,581	0.2
FY96-97	28	19,301	0.1
FY95-96	33	18,938	0.2
FY94-95	47	18,558	0.3
FY93-94	55	17,974	0.3
FY92-93	69	17,648	0.4
FY91-92	50	17,407	0.3
FY90-91	45	16,334	0.3
FY89-90	33	15,876	0.2
FY88-89	38	15,451	0.2
FY87-88	39	14,942	0.3
FY86-87	32	14,533	0.2

Appendix 10
Violations for which Misconduct was Found
In Public Discipline Decisions
Fiscal Year 2021-2022



Appendix 11
Areas of Practice in Which Misconduct Was Found
In Public Discipline Decisions
Fiscal Year 2021-2022



Sanction Chart – Litigation
Supreme Court Opinions Resulting in Discipline
January 1, 2021 – June 30, 2022

Respondent	PRC	Discipline Sought by OLR	Recommended By Referee	Sanction Imposed By Court	Date of Order	Did Court Agree w/ OLR & Referee?
Dudas, David	No PRC	Revocation	No ref - 22.12 stip	Revocation	1/27/21	Yes
Davis, Stanley	12/13/19	Revocation	Revocation	Revocation	2/17/21	Yes
Knapp, Craig	9/13/17	Revocation	Revocation	Revocation	2/25/21	Yes
Downs Russell, Heather	6/14/19	Public Rep.	Public Rep.	Public Rep.	3/2/21	Yes
Ditter, Mark	12/13/19	60 day suspension	120 day suspension	90 day suspension	3/9/21	No
Harris, Benjamin	6/12/20	60 day suspension	60 day suspension	60 day suspension	4/6/21	Yes
Ritland, James	9/14/18	6 month suspension	3 month suspension	2 year suspension	4/22/21	No
Waite, Laura	No PRC SCR 22.34(11) petition	No Complaint filed	SCR 22.34(11) petition	Medical Incapacity	4/27/21	Yes
Capistrant, Joseph	No PRC Reciprocal	60 day suspension	No referee – reciprocal discipline	60 day suspension	5/25/21	Yes
Petros, Christopher	3/13/20	Revocation	Revocation	Revocation	6/09/21	Yes
Zenor, Sandra	3/12/21	60 day suspension	60 day suspension	60 day suspension	9/28/21	Yes
Stern, Walter	12/13/19	90 day suspension	45 day suspension	60 day suspension	11/23/21	No
Crandall, Eric	9/13/19	60 day suspension	60 day suspension	60 day suspension	12/21/21	Yes
Fischer, B.C.	No PRC reciprocal	120 day suspension	No referee-reciprocal discipline	120 day suspension	02/22/22	Yes
Fisher, Scott	No PRC reciprocal	1 year suspension	No referee-reciprocal discipline	1 year suspension	04/19/22	Yes
Alfredson, Melinda	6/11/22	1 year suspension	1 year suspension	1 year suspension	05/25/22	Yes

Respondent	PRC	Discipline Sought by OLR	Recommended By Referee	Sanction Imposed By Court	Date of Order	Did Court Agree w/ OLR & Referee?
Meyer, Matthew	6/11/21	2 year suspension	2 year suspension	Revocation	06/08/22	No
Saltzwadel, Crystal	3/11/22	60 day suspension	No ref - 22.12 (Stip.)	60 day suspension	6/28/22	Yes

The Supreme Court agreed with OLR and the Referee regarding the recommended sanction 76.92% of the time.

**Disposition of Charged Allegations – Litigation
Supreme Court Opinions Resulting in Discipline
January 1, 2021 – June 30, 2022**

Respondent	Date of Supreme Court Opinion	# Counts Charged	# Counts Found by Referee	# Counts Found by Supreme Court	% of Consistent Findings
Dudas, David (2014AP1651-D)	1/27/21	1	n/a (22.12 stip.)	1	100%
Davis, Stanley Whitmore (2019AP2405-D)	2/17/21	11	11 (incl. 22.19 petition)	11	100%
Knapp, Craig A. (2019AP1748-D)	2/25/21	9	9	9	100%
Russell, Heather Downs (2019AP1690-D)	3/1/21	4	4	4	100%
Ditter, Mark (2020AP148-D)	3/9/21	4	4	4	100%
Harris, Benjamin (2020AP1082-D)	4/6/21	4	4	4	100%
Ritland, James C. (2018AP1832-D)	4/22/21	1	1	1	100%
Capistrant, Joseph M. (2020AP1007-D)	5/25/21	2	n/a (22.12 stip.)	2	100%
Petros, Christopher (2020AP725-D)	6/9/21	16	16	16	100%
Zenor, Sandra (2021AP518-D)	9/28/21	4	4	4	100%

Respondent	Date of Supreme Court Opinion	# Counts Charged	# Counts Found by Referee	# Counts Found by Supreme Court	% of Consistent Findings
Stern, Walter, III	11/23/21	3 (OLR voluntarily d/m one of 4 counts charged in Am. Compl.)	3	3	100%
Crandall, Eric L.	12/21/21	7	7	7	100%
Fisher, B.C. (2021AP1297-D)	2/22/22	2	n/a (reciprocal)	2	100%
Fisher, Scott D. (2021AP1996-D)	4/19/22	2	2	2	100%
Alfredson, Melinda R. (2021AP1106-D)	5/25/22	7	7	7	100%
Schwefel, Laura (2022AP673-D)	5/26/22	OLR's draft Compl. issued six counts; Schwefel filed 22.19 petition for consensual revocation	n/a (no Referee appointed)	The Court considered draft Compl. when granting pet. for consensual revocation	n/a

Appendix 12
Office of Lawyer Regulation Public Outreach
July 1, 2021 – June 30, 2022

Date	Presenter	Meeting Attended	Event or Meeting
9/13/21		Samuelson	State Public Defender, Kelli Thompson
9/16/21		Samuelson	Marquette Law School Dean, Joseph Kearney
9/23/21		Samuelson	UW Law School Dean, Daniel Tokaji
9/24/21	Stieren Samuelson		Trust Account Management Seminar-Virtual
9/24/21		Samuelson Spoke	State Bar of Wisconsin, Professional Ethics Committee Meeting
9/29/21		Samuelson	State Bar of Wisconsin Executive Director, Larry Martin
10/6/21		Samuelson	Jody Cooper, Madison College Faculty, Diversity Equity & Inclusion
10/7/21		Samuelson	State Bar of Wisconsin President, Cheryl Furstace Daniels
10/15/21	Spoke		State Bar of Wisconsin, Legal Ethics 2021 Ethical Duties and Attorney Wellness
10/21/21	Samuelson		UW Law School Ethics Class
10/21/21	Spoke		State Bar of Wisconsin, 2021 Family Law Program, Attorney Well-Being: How Can Well-Being Help You Work Smarter
11/5-6/21 1/21-22/22 4/8-9/22		Samuelson K. Galarowicz	G. Lane Ware Leadership Academy, State Bar of Wisconsin
11/10/21	Samuelson Spoke		Inns of Court, Madison Chapter
11/17/21	Weigel		Ethics-Annual Bankruptcy Update, Eastern District, Milwaukee
11/18/21	Weigel		Ethics-Annual Bankruptcy Update, Western District, Madison
11/30/21		Samuelson	State Bar of Wisconsin Secretary, Kristen Hardy
12/7/21	Samuelson Spoke		UW Law School, Prosecution Project
12/16/21		Samuelson	Wisconsin Association of African American Lawyers
1/31/22		Samuelson	Legal Aid Society of Milwaukee
2/3/22		Samuelson	Wisconsin Hispanic Lawyers Association

2/7/22	Samuelson		Wisconsin Association of African American Lawyers
2/7/22		Samuelson Spoke	Wisconsin Lawyers Assistance Program, meeting with new Director
2/11/22	Weigel Spoke		Conflict of Interest Potpourri, National Organization of Bar Counsel, Chicago
3/9/22	Stieren		Proposed Trust Account revisions, presented to the WI Trust Account Foundation, Board of Directors
3/17/22	Samuelson		Wisconsin Hispanic Lawyers Association
4/8/22	Samuelson		Legal Aid Society of Milwaukee
4/12/22	Samuelson		CLE Presentation, Legal Aid Society of Milwaukee
4/12/22		Samuelson	Meeting w/ Lindsey Draper, Wisconsin African American Lawyers Association
4/18/22		Samuelson	Meeting w/ Jaclyn Shelton, State Public Defender
5/5/22		Samuelson Spoke	Wisconsin Law Foundation, Fellows Dinner
5/19/22	Spoke K. Galarowicz K. Kluck		CLE Presentation, State Bar Appellate Practice, District 1, Milwaukee
5/26/22	Samuelson		State Prosecutor Education and Training (SPET), Wisconsin Dells
6/16-17/22	Samuelson		State Bar Annual Meeting, Lake Geneva